

## ZAMI—MINUTES

June 8, 2000

Sistas attending: Carla, Mary Anne, Fiona, Edith, Corigan, Sylvia,  
Frances, Iris, Virginia, Sandra

Meeting was called to order at 7:25 pm. Minutes were read and approved.

The purpose of the meeting was to establish projects and project leaders.

A grid was set up divided into—Project/ Tasks/ Leaders

### Project----Events

Tasks—Scholarship Reception, House Parties, Black Gay Pride,  
Quarterly Collaborations

Leader—Mary Anne Supporting team—Cori, Iris, Sandra

### Project—Marketing

Tasks----Brochures, Direct Mail, Scholarship Application, Video

Leader—Carla Supporting Team—Sylvia

### Project----Grantwriting

Leader—Iris Supporting Team—Virginia, Frances, Sandra (for  
Evaluation Piece)

Project----Fundraising----no leader or supporting team yet

### Project----Communications

Tasks----Website Maintenance, E-mail Maintenance

Leader---- Frances, Akwe, Edith

Project----Office Space (1 time project to set it up)—Sylvia

### Project----Application Review and Selection

Leader----Mary Anne

Team----Zami/ Volunteers

Project Newsletter  
Iris, Fiona



### Project—Finances

Tasks----Bookkeeping/ Annual Budget/ Nonprofit status

Leader—Fiona/ Mary Anne suggested that she bring the Statement from Bond to Fiona for logging in. Fiona could, in turn, drop it off to Adele

### Project---Volunteer Base

Tasks----Recruiting Volunteers, Keeping them interested

Leader---- Cori

### Project---Support Group

Leaders----Mary Anne, Cori, Virginia

Discussion ensued around fundraising. Mary Anne found it interesting that no one volunteered for Fundraising. Frances countered that we have not had a conversation as a Board about requirements of a Board as it regards Fundraising. Typically, one of the responsibilities of a Board is Fundraising, especially in a nonprofit setting. That's often difficult for nonprofits to do. Mary Anne countered that its hard to ask others for money if we have not given money ourselves. She suggested that there are several relatively easy ways to ask for money, e.g. asking 10 people that you know for a donation. Mary Anne has found that it is not difficult to raise money if you ask for it. She suggested that we ask Joan Garner to do a workshop for us on raising money. Frances added that we should take every opportunity to ask for money in every communication that we send.

At this juncture, our guest, Shay was introduced. Shay represented Zuna, an organization that intends to host the first annual National Black Lesbian Conference. The Conference will be held April 13-15, 2001 at the Swissotel in Buckhead. The registration fee is \$125. She stated that the purpose of the Conference would be to promote unity, empowerment among lesbians of color by showing strength in numbers. She said that sistas need to emphasize economic development, health, public policy, and organization. Zuna is a young organization (e.g. 2 months old) which is based in Oakland, CA. Zuna is a project of the National Black Gay and Lesbian Leadership Forum. They have asked NBGLLF to be their fiscal sponsor. Zuna wants the







Black Lesbian Community in Atlanta, most notably ZAMI, to rally around this upcoming conference. She asked ZAMI to be on the host committee.

ZAMI then came into the conversation. Mary Anne started by pointing out the incongruity in stating that the Conference is for all lesbians and holding it at one of the most expensive hotels in the city. The classist implications were completely lost on Shay who continued to insist that any lesbian who wants to come is welcome. Sylvia inquired about the response of women in DC given their high level of political activity? I don't recall that Shay had an answer. Mary Anne further stated that it was disconcerting for her that there had been no planning to get local cooperation until after the fact. Frances thought that the whole conversation felt like the HRC. Mary Anne asked why Zuna had not taken on a smaller conference based in Oakland as a starting point rather than something of this magnitude. The questions continued, ad infinitum. As ZAMI probed deeper, the answers became increasingly confusing and not well thought out. Finally Sylvia suggested that Zuna write a letter of intent to ZAMI and ZAMI, in turn, would review it.

Yard Sale----June 10, 8 am until. Duties were established.

Conference Call was scheduled for Tuesday, June 13 to continue the discussion about the Committees and Volunteers.

#### EXANTWRITING

Leader---Iris

Support---Frances, Janice, Virginia

#### RAISING---BOARD CONTINUATIONS/ WEDGES/ TRAINING

Leader---Bj

#### COMMUNICATIONS---E-MAIL, VOICE MAIL, WEBSITE MAINTENANCE, Newsletter

Leader---Frances

Support---Akwa, Erin

#### SPACE PROJECT (ONE TIME PROJECT)

Leader---Iris

Support---ZAMI

The Leadership of each group are expected to come up with goals for next year.

7/15

Leaders/Chair/Committee Chairing



ZAMI  
CONFERENCE CALL----June 13, 2000  
SCHOLARSHIP WEEKEND----September 29, 30, October 1

RECAP OF COMMITTEE ASSIGNMENTS  
APPLICATION REVIEW / SELECTION

Leader---Mary Anne  
Support---ZAMI Board and Volunteers

FINANCES---BOOKKEEPING, ANNUAL BUDGET, 501C3 (NONPROFIT STATUS)

Leader---Fiona  
Support---Mary Anne

3 { VOLUNTEER BASE

Leader---Cori  
Support---Virginia, Iris

SUPPORT GROUPS

Leaders----Virginia, Mary Anne, Cori

NEWSLETTER

Leader---Fiona  
Support---~~Carla~~

1 { EVENTS---SCHOLARSHIP RECEPTION/ BLACK GAY PRIDE/  
HOUSEPARTIES/ QUARTERLY COLLABORATION

Leader---Mary Anne  
Support---Cori, Iris, Sandra, Virginia

MARKETING---BROCHURES/DIRECT MAIL/APPLICATIONS/ VIDEO

Leader---Carla  
Support---Sylvia

2 { GRANTWRITING

Leader---Iris  
Support---Frances, Sandra, Virginia

FUNDRAISING---BOARD CONTRIBUTIONS/ PLEDGES/ TRAINING

Leader---BJ

4 { COMMUNICATIONS---E-MAIL, VOICE MAIL, WEBSITE MAINTENANCE, Newsletter

Leader---Frances  
Support---Akwe, Edith

OFFICE SPACE PROJECT (ONE TIME PROJECT)

Leader---Sylvia  
Support---ZAMI

730 pm  
The Leaders of each area are now asked to come up with goals for next year.

7/15

crockers/ Cheese/ Carrots, Chicken wings





## ZAMI BOARD MEETING

JULY 13, 2000

### Sistas attending:

Mary Anne, Edith, Sylvia, Akwe, Fiona, Frances, Cori, BJ, Sandra, Iris

### MARY ANNE'S IMPROMPTU PRESENTATION:

Because we have been such a good Board, Mary Anne gave us ZAMI T-shirts.

### CARLA RESIGNED FROM THE BOARD

### BJ'S BIRTHDAY

BJ turned 50 and celebrated with tatoo and piercing.

### CONVERSATION WITH SHA' FROM ZUNA

Mary Anne told Sha' that it was disingenious that Sha' could not answer when ZUNA was formed. Sha' said that she was nervous and that presentations were not her forte.

### MINUTES WERE APPROVED.

### YARD SALE ITEMS ARE STILL AT ADELE'S HOUSE

Adele expressed consternation, to put it mildly, that the items were still on the Premises. We need to call her 404-371-0825 to arrange to pick it up. The key will Be in the mailbox. Fiona, Frances and Edith volunteered. (By the way, at the time Of this writing, the items were picked up as scheduled).

### NATIONAL BLACK LESBIAN CONFERENCE (NBLC)

Sha's letter was read and discussed. After a lot of discussion, Cori and Fiona Are willing to represent ZAMI at the next meeting of the NBLC.

Committees need to meet before the next meeting, Thursday, August 10, 2000.

### BLACK GAY PRIDE---with Mellonee and Kirk, co-chairs of In the Life Atlanta (ITLA)

Kirk made it clear that Black Gay Pride wants to attract more women and needs activities for women that are alternatives to the clubs. How can ZAMI help ITLA? Dr. Shirlene Holmes approached ITLA but they did not have the resources to hire her. Kirk offered to let us rent the grand ballroom in the hotel for a discount of \$700.

ZAMI stated that we have cultivated relationships with writers, playwrights, etc Across the country as well as with women throughout the country who have come To our events. Our priority is to raise money for scholarship fund and we have no money to pay for renting the ballroom. We would, however, get Dr. Holmes to do a fundraiser for us at an alternate venue and would like to be included in the official lineup for Black Gay Pride. Our event would enrich the activities of Black Gay Pride and draw women to the event.

Kirk was still totally lost on how ZAMI could help ITLA. Mellonee then said That she would go back and ask the Board to donate the ballroom for our fundraiser With Dr. Holmes. Sylvia suggested that we could exchange links on our respective





Websites and do creative advertising on the back of the tickets. Furthermore, Mary Anne reminded Mellonee and Kirk that we are marketing scholarships in 10 states and that we could mention ITLA. This win-win relationship has the potential to grow over time. Kirk asked what the possibility is of having a representative from ZAMI to sit on ITLA's Board. ITLA also needs volunteers. They meet every 2<sup>nd</sup> and 4<sup>th</sup> Monday in the Board room of the 25<sup>th</sup> floor from 7-9 pm at the Renaissance Hotel. Next meeting is July 24.

#### BUDGET

- \$576 from tips from the beer truck

- \$751 from beer truck

- Current Balance is \$2500 We decided to wait on deducting \$500 for 501C3 Until we have more money.



## BOARD COMMITMENT AND LEVEL OF "OUTNESS"

Mary Anne started the conversation by saying that she was surprised that Akwe did not consider herself out. Akwe stated that she is not. Mary Anne continued that she finds it disconcerting that we have Board members that are not out in light of the fact that we require the Scholarship Recipients to be out and that ZAMI as an organization is out. One of the requirements of the recipients for the Scholarship Application is that they send a head shot that may or may not be published in the newspaper. So it seems a contradiction that Board members are not willing to be visible such as in a group photo when we require that applicants send a photo.

Frances added that applications for grants, for example, often require a list of Boards of Directors. Any of us should be able to be available to discuss who we are, what we do, what our basic philosophy is if asked by the media. Being able and willing to do that is part of participating on the Board and is not inconsistent with what is expected of Board members of other organizations.

BJ said that she realized that coming out is an everyday process and that Board members are expected to be mentors to the Scholarship recipients. Carla countered that although being out may be an expectation, it is not in writing nor is it explicitly said to new Board members at the time they express interest in being on the Board. Therefore, level of outness is subject to interpretation. Some women feel that they are out just by being in an out organization.

Mary Anne reminded us that every Board member's name is on all of our communication and on the website. She has never hesitated to put anyone's name on A brochure or letter nor has anyone ever asked her not to do so.

Akwe came into the organization because she wanted to work in the Community and she defines outness as going to ZAMI meetings, having her name in all communications, going to lesbian functions, being affectionate in public, isn't out to Father, is out to Mother, one coworker knows. She doesn't think that her level of Outness defines her level of commitment in working with ZAMI. She said that she might have difficulty having her photo published in SoVo.

Carla reasserted that we need to put in writing exactly what is expected of Board Members and volunteers in terms of outness, e.g. photos, names on communications because level of outness is subject to different interpretation, self-defined. So we need to standardize what we want. So when does that start? With current Board members? With the next group of Board members? After we determine exactly what we expect, and write our expectations in our by-laws, then we have to negotiate with current Board members.

BJ said that she was open and willing to work with Akwe where she is, that she understands that coming out to family can be a painful experience and hoped that Akwe and her Mom would continue to work through it. BJ hoped that the day would come that Akwe would not mind having her photo on the internet, but until that day she would be willing to work with Akwe on the Board.

Sandra asked if Mary Anne would turn down a sista who was willing to work hard for ZAMI but who said up front that she was not out. Mary Anne replied that the question of outness on an organizational level means that any of us should be able to be available if called upon to discuss who ZAMI is, what we do, what our basic philosophy is. It does not serve the Board well to have only a few out sistas who can speak to the media, etc. If the Board work is spread around, it won't spread any one person too thin. So that's how outness works on an organizational level. Therefore, that sista could be an ally, a volunteer, in a support group but not on the Board. Furthermore, we respect





sistas level of outness in the Community. If our actions reflected ZAMI's level of outness, we would send our announcements on postcards rather than in an envelope

We decided to table the discussion until we could discuss it face to face.

ITEMS STILL ON TONIGHT'S AGENDA TO BE DISCUSSED AT THE NEXT MEETING:

BOARD COMMITMENT: Participating in ZAMI events, responding to Mary Anne's e-mails in a timely manner. (or for that manner e-mails from any ZAMI member). Mary Anne takes a lot of time to notify us about various events in the Community but the value becomes meaningless if we don't respond. We agreed to check our e-mail and the intranet at least 3 times a week.

Also Mary Anne asks us to take more initiative such as in moving the yard sale leftovers from Adele's house to Mary Anne's basement.

#### FUNDRAISING

Several Fundraising ideas were discussed at the Yard Sale and will be passed on to BJ by Fiona.

#### BLACK GAY PRIDE

Mary Anne will invite Mellonee from In The Life Atlanta to the next meeting to discuss Black Gay Pride.





## RETREAT----ZAMI BOARD OF DIRECTORS

JUNE 22-24, 2001

JOAN P. GARNER, FACILITATOR

### EXPECTATIONS OF THE RETREAT----

- 1) The right place to be---ZAMI
- 2) For others to help guide and teach
- 3) Learn how to function as a Board in reality
- 4) How to be more productive and effective as an individual Board member
- 5) That we become more attuned to one another and how we function as a Board
- 6) Each sista will leave with a greater sense of ownership of ZAMI

### FUNDRAISING IS FIRST AND FOREMOST ABOUT BUILDING RELATIONSHIPS.

#### 4 Steps to Fundraising

- 1) Planning
- 2) Planning
- 3) Planning
- 4) Asking

### WHO GIVES MONEY AND WHY?

- |                       |        |
|-----------------------|--------|
| 1. Living Individuals | 80-85% |
| 2. Bequests           | 5-7%   |
| 3. Foundations        | 5-10%  |
| 4. Corporations       | 4-6%   |

Many nonprofits start at the level of foundations rather than with asking living individuals. The majority of finding should come from lots of individuals.

80% of gifts come from individuals in households of \$60,000 or less. Why is that? Majority of people benefiting from those funds are in the \$60K or less income bracket. Also many of those people are in the church and are accustomed to giving money. The church is very successful in fundraising.



We were asked to think about the organizations that we give to individually. As Black people, we have a history of giving but we don't necessarily think of ourselves as philanthropists.

### WHY DON'T PEOPLE GIVE?

The most common reason that people don't give is to any given organization is because they are not asked. Surprised? People want to make a difference. We have the right to ask because of what we do, i.e. we are non profit. People that we ask also have the right to turn us down. We have a 50% chance of success.

### WHEN YOU ASK FOR MONEY, YOU WILL GET 1 OF 4 RESPONSES:

- 1) yes
- 2) no---I'm not interested
- 3) I can't do it right now
- 4) I have to go home and talk to someone else about it.

If a potential donor says "I can't do it right now"----don't automatically take that as a "no". Rather, ask "when would be a better time to ask you?"

### WHAT ARE OUR ATTITUDES ABOUT MONEY?

Some responses were:

- "Money does not grow on trees"
- "Money is the root of all evil"
- "Lack of money is the root of all evil"
- "Take from the rich and give to the poor"
- "Money makes the world go round"
- "Rich people are stingy"
- "A penny saved is a penny earned"
- "Spend your money wisely"
- "You don't have to cheat people to make money. You can do it ethically and with integrity"
- "Robin Hood was right" (also a book by Joan Garner----excellent reading)

### WHAT WOULD OUR WORLD LOOK LIKE IF WE HAD POSITIVE ATTITUDES ABOUT MONEY?

- "Money is a tool"
- "Put your money where your mouth is"
- "You have to give to receive---It's the same---when you give you are also receiving."





“Money would be fairly and equitably distributed. We would all come from a place of abundance”

“We would be more educated about money”

1% of the population is in charge of all of the wealth. Its about control and power----why would those in control share that information with those not in control? You can know just as much about money as people who have lots of money---i.e. by reading the stock market pages, by reading about investing. We are entitled to know and understand about money. Joan challenged each of us to take a more active role in managing money.

#### WHAT FEARS STOP US FROM ASKING FOR MONEY?

Fear of rejection

Fear of things that might happen

Fear of things that are extremely unlikely to happen

Someone will ask me a question whose answer I don't know

#### WHAT IS THE MOST EFFECTIVE WAY TO RAISE MONEY? THE LEAST EFFECTIVE WAY?

In order of most successful to least successful:

Person to person, phone calls, direct mail, fundraisers.

Yet, organizations often rely on fundraisers. Fundraisers are often too labor intensive for the results that they yield.

When you ask for money, ask for a specific amount. (Ideally as high as possible, i.e. If you want \$50, ask for \$75).

Establish a long term donor base. Take a couple of years to build a relationship. Then after 2-3 years, ask for an upgrade. “You have been giving us \$25 for several years and we thank you for that amount. We are in a position to take ZAMI to a new level and would like to give you the opportunity to increase your giving to \$50”.

We have to understand a particular donor's psyche. Some don't want any communication, while others want lots of communication. Many donors only want to deal with the person in charge or her representative.

#### PEOPLE WANT TO BE ACKNOWLEDGED!!!!

Write thank you notes immediately. You want to involve people. They want to do more.





## BUILDING A CASE IS IMPORTANT

Case Statement---the document that provides all of the information about what we are doing. It includes:

Mission Statement (the why)

Goals (the what)----what does the organization do

Objectives (the how)----specific measurable realistic outcomes. How to Get the work done

History

Structure----who is involved. Role of volunteers

Budget---current and projected

## FACE TO FACE WITH DONOR

What are we doing? "We want to raise 10 \$1,000 scholarships. Here is our budget. Here is where you fit in"

Mary Anne thought that the "named awards", i.e. Mary Anne Adams award, were very successful.

It is important to let our donors know that we are open and receptive to all gifts.

Joan suggested challenge grants. Get a donor to pledge \$5000 and then get a company to match it. People like challenge grants because they don't want to be the sole supporter.

GIFT (Grassroots Institute for Fundraising Training)

We could get a GIFT intern at ZAMI or send a volunteer from ZAMI to GIFT

Everyone that I meet is a potential donor. Start with our phone books to develop a donor base. Have a way that people can contact us---such as Small cards to be filled out at an event.

## FUNDRAISING IS A 24/7 EVENT



Membership Drive Meeting w/ Aisha....

Called Bellissima to speak with Anna, Owner....Will call either Aisha or MA back.

Would like to schedule Membership Drive and Speed Networking Event Monthly- initial event week of June 16 or June 23...

Check to see also if Bellissima has Audio Visual equipment....

Alternative location: Kat's Café in Midtown

Will ask Lisa to record Membership Promo

Need to design Membership Cards and other Collaborative Materials

Aisha will review old Membership Applications, scan and send out.





## ZAMI BOARD MEETING-----JANUARY 27, 2002

In attendance: Mary Anne, BJ, Edith, Frances, Charone, Cori

Committees.

Frances and Fiona----By laws Committee

Volunteers---Charone

Marketing/ Publicity----Cori and Tracie

Finance/ Fundraising----Fiona and BJ and everybody else

Membership---BJ

Mary Anne circulated an Organizational herstory of ZAMI

BJ requested that Frances and Fiona prepare the bylaws for the next meeting.

BJ suggested a \$25 membership fee/ come up with perks that members should get.

BJ wanted the list serve to be part of membership fee. MAA stated that that would preclude us from reaching new people. List serve is one way that people hear about us. Frances explored reviving the newsletter. What was the frequency of the newsletter? Quarterly. BJ also suggested a membership card to give women ownership to the organization. MAA thought \$25 was too cheap----last time it was \$35. BJ suggested \$40---which is \$3 month. Discounts at ZAMI events.

Other suggestions

Charone suggested a partnership with other organizations, e.g. The Center or Charis----to have a discount at other organizations' events.

MAA---some private events for the membership---e.g. a card party. Charone---membership appreciation dinner. MAA---general membership meetings since the members will be able to vote on the Board of Director.

Frances---newsletter 3 times

year---to include poetry, short stories.

MAA---We could use the same format as we used for the newsletter last time. Can also put it on the website with a password and only the members could access it. Also we would also want to send it by snail mail to members and to other organizations, and grantors.

MAA---members could be eligible to run for Board positions and members could vote after members campaigned. So people are more invested in the organization and have a hand in who has been selected.

PROM----MAA met with Bea and Dray





Meeting at Tuesday, Jan 29—at Youthpride—7. Charone will talk with the lesbian vendors who meet here on Tuesday.

Frances: Did they speak with Sara Lyn at Emory.

They want to know how each organization can help them. The prom is May 18----Friday  
They don't have a place as of yet. Connie said to MAA that they can use the West End Center across from the Shrine of the Black Madonna.

MAA—is the Board prepared to say how we can assist them?

Frances----we don't have a space but who do we know that can assist with that? How can we be intermediaries to assist them?

BJ---what about financial assistance? That's always best. We could donate food items?

MAA---we could give them a couple of hundred dollars by asking for donations from support groups.

Frances, BJ, E agreed that that was a good idea. Also BJ suggested to let it be known in the meeting that they have needs.

MAA----someone on Tuesday needs to say that they need a place. They need resources from adults.

NEW MEMBERS----Spencer can come in February. MAA has not spoken to Barbara. We need to review the information----and include the committee assignments. They need to give us a fundraising commitment when people come on Board. Look over the Organizational Herstory and e-mail to MAA by Friday. Need suggestions about suggested terms of service. We need to give them Committee Assignment information.

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Frances: Did they speak with Sara Lynn at Henry?  
vendors who meet here on Tuesday  
Meeting at Tuesday, Jan 29---at Yountville---7. Chantone will talk with the lesbian

## ZAMI BOARD OF DIRECTORS-----FEB 9, 2002

In attendance: Edith, MAA, BJ, Cori, Charone, Fiona Next meeting is March 9, 2002 at 10 am

### OLD BUSINESS----REPORTS FROM COMMITTEE CHAIRS

Fiona and Frances' report postponed to next meeting

Cori's and Tracey's report postponed to next meeting

### SUGGESTIONS FOR GETTING VOLUNTEERS

Also Mary Anne suggested that we look incorporate a volunteer sign up sheet on our website as 4<sup>th</sup> Tuesday has done

### HEART TO HEART----KAROKE STYLE----

Mary Anne sent out a letter calling for volunteers for the party tonight.

Terry Montgomery, Pam Branch, Bert, Chana, Jenise, Karen agreed to volunteer for tonight's festivities.

Fiona will get change for tonight. Mary Anne will pick up board games, pool cues, fruit Trays, sheet cakes. Chicken wings to be ordered from the WingLeader

\$10 for party tonight/ BYOB to share

We need a bartender and two people at the door----\$1 to rent post office box and \$1 to leave message in the mail box----

We don't have the music yet----Mary Anne will call Maurice who has made several CDs.

### LIST OF POSSIBLE DONORS FROM BOARD MEMBERS----

Charone----National Coalition for the Blind

Send your list of donors to MAA by e-mail----- 10 potential donors---by March 1, 2002.

Please make sure that the addresses and names are correct.

Send to ZAMI groups. Yahooogroups.com get a yahoo address first then you can get on

### BOARD MEMBERS AND FINANCIAL COMMITMENT----

November 15 is the time for election of new Board Members. Each Board Member is responsible for \$500/ year to be raised or donated. For current Board Members, the money is due July, 2002. For new Board Members, the money is due within 6 months of being on the Board.





**BOARD TERMS**----MAA suggests staggered terms----How many board members do we want? MAA suggested 11 so as not to have a tie vote.  
Vice Chair should be one year longer than the chair. Secy---1 year Vice Chair---3 years  
Chair---2 years Treasurer---2 years Members at Large (Rest of the Board)

**FUNDRAISING IDEAS**----Another Drag King Show, Masquerade Ball

**AUDRE LORDE VIDEO**----White Hall room 208---Emory University, Saturday, March 30, 2002 at 7:30 pm. Linda Ellis suggested a fundraiser on Friday night, March 29, 2002---such as a session with Angela and Jennifer at ALCI. Expense breakdown: Emory will donate \$2000. ALCI---airline ticket for Jennifer and room and board for both Angela and Jennifer ZAMI is responsible for a ticket for Angela.  
MAA has gotten 11 co- sponsors----4<sup>th</sup> Tuesday, 2<sup>nd</sup> Sunday, Women's Studies at GA State, Charis Circle, Youthpride, GSN, 1<sup>st</sup> E, Men Stopping Violence, Project South, The Center

We need full participation from the Board---it is mandatory that we be there for this event. March 29 and 30<sup>th</sup>. Be there and bring someone with you MAA will see if Drumsista will be willing to drum that night.  
Charone will talk to Women In Film

**MEMBERSHIP PACKET** will be ready by March 30 to be at the Audre Lorde Screening

**OPEN HOUSE** sometime in April at YouthPride

**OUTGIVING CONFERENCE** Gill foundation----Emory will have a conference 1<sup>st</sup> Saturday in March---\$60 registration MAA will send info on Tuesday, February 12, 2002.

March 3 is Cori's birthday---she will be 45

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March 2 is Con's birthday---she will be 42



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Mary Anne sent out a letter calling for volunteers for the party tonight.

Terry Montgomery, Pam Branch, Bert, Chana, Jenise, Karen agreed to volunteer for tonight's festivities.

Fiona will get change for tonight. Mary Anne will pick up board games, pool cues, fruit Trays, sheet cakes. Chicken wings to be ordered from the WingLeader

\$10 for party tonight/ BYOB to share

We need a bartender and two people at the door----\$1 to rent post office box and \$1 to leave message in the mail box----

We don't have the music yet----Mary Anne will call Maurice who has made several CDs.

### **LIST OF POSSIBLE DONORS FROM BOARD MEMBERS----**

Charone----National Coalition for the Blind

Send your list of donors to MAA by e-mail----- 10 potential donors---by March 1, 2002.

Please make sure that the addresses and names are correct.

Send to ZAMI groups. Yahoogroups.com get a yahoo address first then you can get on

### **BOARD MEMBERS AND FINANCIAL COMMITMENT----**

November 15 is the time for election of new Board Members. Each Board Member is responsible for \$500/ year to be raised or donated. For current Board Members, the money is due July, 2002. For new Board Members, the money is due within 6 months of being on the Board.

BOARD TERMS---MAA suggests staggered terms---How many board members do we want? MAA suggested 11 so as not to have a tie vote.  
Vice Chair should be one year longer than the chair. Secy---1 year. Vice Chair---3 years  
Chair---2 years Treasurer---2 years Members at Large (Rest of the Board)

FUNDRAISING IDEAS---Another Drag King Show, Masquerade Ball

AUDRE LORDE VIDEO---White Hall room 208---Emory University, Saturday, March 30, 2002 at 7:30 pm. Linda Ellis suggested a fundraiser on Friday night, March 29, 2002---such as a session with Angela and Jennifer at AICI. Expense breakdown: Emory will donate \$2000. AICI---airline ticket for Jennifer and room and board for both Angela and Jennifer. XAMI is responsible for a ticket for Angela.  
MAA has gotten 11 co-sponsors---4<sup>th</sup> Tuesday, 2<sup>nd</sup> Sunday, Women's Studies at GA State, Chavis Circle, Youthprise, GSN, 1<sup>st</sup> E, Men Stopping Violence, Project South, The Center

We need full participation from the Board---it is mandatory that we be there for this event. March 29 and 30<sup>th</sup>. Be there and bring someone with you. MAA will see if Drumists will be willing to drum that night.  
Charlotte will talk to Women in Film

MEMBERSHIP PACKET will be ready by March 30 to be at the Audre Lorde Screening

OPEN HOUSE sometime in April at Youthprise

OUTGOING CONFERENCE Gill foundation---Emory will have a conference 1<sup>st</sup> Saturday in March---\$50 registration. MAA will send info on Tuesday, February 12, 2002.

March 3 is Cori's birthday---she will be 42

## ZAMI BOARD MEETING---CONTINUED

### REVISED TIME FOR BOARD MEETING

SECOND SATURDAY OF EVERY MONTH AT 10 AM- NOON. Next meeting is February 9, 2002.

### REVENUE FROM DONATION LETTER----

How did donations come in? So far we have gotten \$5025. We already had money from Chay. So we essentially have money for the scholarships. The Board needs to send a list of friends and relatives to MAA. Sheryl gave us \$2000 and included the name of a friend in California who will give \$500-\$1000 who MAA called. MAA will be sending her a brochure.

We have 8530.11 in the bank minus 2600. This is not including money from the Gill Foundation \$5000. Remember we had a \$10K donation.

Our cards and stationery are very nice.

We need a vehicle to keep money continuously coming in.

Frances: When should we do a big membership drive?

MAA: Have a membership drive in March---an event.

MAA wants to recommend that we go national this year. There is no reason why not. It will open up the fundraising avenues for us and we would be more competitive. Will probably have more applications than money. We can at least try it this year. We may have to fly people from long distances---West Coast, etc. Why not? The demand is certainly there.

Frances: Folks think parochially----if someone from their hometown could get a scholarship, they may be willing to donate.

Charone: More people wanting to get involved nationally---perhaps even wanting to be on the Board. Will the structure change

Frances: Not necessarily----not yet.

MAA---has an opportunity to sit on Astrea's Board and she's mulling over it. She would be reviewing 6 applications.

Frances---Now would that make us ineligible?

### FUTURE PROGRAMMING-----AT THE EDGE OF EACH OTHER'S BATTLES----

THE VISION OF AUDRE LORDE----Saturday, March 30 as a part of Emory's Film Festival. She wants \$1500 honorarium, to bring her partner, airfare, room and board. By Jennifer Abod---White Lesbian

Sara Lyn said we could bring girlfriend and would take a \$2000 honorarium. Emory would pay \$1000. MAA is trying to get as many organizations to sponsor this as possible.

Her girlfriend is an Audre Lorde scholar---Angela Bowen---Black Lesbian

Jennifer and Angela are will do whatever we want them to do. We can come up with a budget. For travel costs, room and board---so we are looking at a \$6000 budget. f





BJ—suggested Philip at Outwrite.

FEBRUARY 9—HEART TO HEART KAROKE STYLE---This room will be set up with card tables. Maurice will give us some tapes. Chana and Bert will come up with text. We will charge \$10 for the event. P. O. Boxes where you can put your bio----if they like your bio, they can put a message in your box. \$1 to rent a box. Bring a bottle to share. Someone will act as a bartender. Bert has a karaoke machine. The mailbox is called Real Time Connections.

THE CENTER IS GETTING A DVD AND A TV---Movie night once a month for \$5

MAA will talk to Fiona about organizing the Drag King Show before July.

MAILING before April 15.

OTHER SUGGESTIONS---CAKEWALK---play musical chairs and get a cake if you win.

You pay to have a chance at playing.

LITERARY LESBIANS LOVE TO COOK---Would we be amenable to cooking or to having a dish prepared?

Frances' brain was mush at this point---What about the Dating Game? It went over very well.

MAA met with two women from Agnes Scott---Black lesbian organization to be started and they want to name it the Daughters of ZAMI or the Daughters of Ruth. They want us to help them.

MS FOUNDATION---We are doing a collaborative grant with SISTAGRAPHY and YouthPride

SISTAGRAPHY--- will buy cameras

ZAMI will assist with writing up this project---and have an essay to accompany this photos.

DRUMMING CIRCLE---DRUMSISTA---13 women---intensive drum workshop and bringing in someone from Giwayen Mata. ZAMI to sponsor and use as a fundraiser. Pay half the money up front? Edwina Tyler, for example.

INTERNATIONAL WOMEN'S DAY---WRFG 24 HR PROGRAMMING ON MARCH 8, Intl Women's Day. Discussion throughout the day about lesbian issues---MAA is also working on this. Charone is calling on poets, and other groups that want to sponsor a block. Women and spirituality---Charone suggested that Frances could be a part of it. Can be streaming---i.e. broadcasting via computer to broadcast all over the world. What does sponsorship entail? Bringing a fruit tray. Underwriting---not more





than \$50. Charone suggests dialogue between straight women and lesbians but hasn't worked out the details.

The tendency to control women by lesbian naming. Also dialogue with men.

Frances: Some in studio and some taped. Charone will interview disabled woman who just became politicized. Meetings every Wednesday at 6:30 up until the event.

MAA thinks that we should definitely do something.

BY FRIDAY, HAVE FEED BACK TO MARY ANNE ABOUT ORGANIZATIONAL HERSTORY, AND NAMES AND ADDRESSES OF FRIENDS/ RELATIVES/ LOVED ONES/ X'S Y'S AND Z'S.

WE ARE GOING NATIONAL!!!!!!

MAA---should we advertise for additional Board Members?

Frances---not yet until we get the Committee work up and running.

MAA---we went to the retreat in June---when? We have more committees than we have Board Members. We have not done anything since June.

BJ---have an outline by the next meeting of the Committees

GIVE MAA FEED BACK ON ORGANIZATIONAL HERSTORY BY FRIDAY

MAA---what would preclude us from getting a call for new Board Members?

BJ---we need people to work---Committee members/ Board Members

We are looking for Committee members

MAA---we need to talk to each other honestly. We need people on the Board to raise money! The descriptions have been done.

BJ---how do we guarantee that people coming onto the Board will give us the money that they promise.

MAA---we have no guarantee

Frances---consequences to not living up to your responsibilities. We have never spelled this out.

MAA---WHAT ARE PROSPECTIVE BOARD MEMBERS BRINGING TO THE TABLE?

Frances---it makes sense to put a call out.

MAA---we would only put a call out until MAA hears from us.

MAA---What MAA needs from us---feed back on Board terms, what the financial commitment is of Board Members.

Charone---have we decided that to be on the Board, you have to be an out Black Lesbian? A resounding yes was sounded.

MAA---the organization itself is out---so if you don't want your photo published then you can't be on the Board.



We need to have a serious discussion about the racial composition of the Board. MAA thinks that to raise the kind of money that we need, we need to open up the Board to non Black women-----access, money, contacts, networking.  
Frances: What do we need to have done who has those talents?

## FRIDAY IS THE DATE TO GET INTO CONTACT WITH MAA.

By the next meeting, bring name and addresses to the next meeting.





## ZAMI BOARD OF DIRECTORS-----MARCH 9, 2002

In attendance: MAA, Edith, BJ, Cori, Charone, Fiona, Frances, Tracey

### OLD BUSINESS: UPDATE ON THE AUDRE LORDE VIDEO

MAA took the lead: We will go out to dinner with the presenters. Video, radio profile and calendar to auction. Video is \$100 and Radio Profile is \$25 ZAMI will purchase these items. 14 co sponsors ALCI, Emory and ZAMI are major sponsors. Co sponsors are making flyers and distributing them. We have to fill 500 seats. Reception after the screening. Drumsistas are going to perform---their debut performance---10-15 women in Drumsistas. ALCI is donating 500 dollars and Emory is donating \$2000---paying for their housing and for the reception. MAA is getting tickets on her credit card and will be reimbursed by ALCI. We are doing transportation for one and ALCI is doing transportation and housing.

Labor is as important as money....MAA put a lot of time in getting sponsors.

Charone will interview Jennifer on the radio station.

March 23---Unity Fellowship is declaring ZAMI day---whatever money is raised will go to ZAMI. We need to represent---the 30 minute sermon is ours. They are also honoring me. We should all be there!!!! Unity Fellowship is on MLK. MAA will post the exact address.

Next Saturday---Women to Women Health Fair. (I will RSVP for us) ZAMI is a co sponsor.

April---1<sup>st</sup> Sunday---all age groups 2<sup>nd</sup> Sunday---Marlene will talk about depression  
2<sup>nd</sup> Sunday in May is on prosperity consciousness  
Black Lesbians who own their own businesses---in June.

MAA is graduating on May 11, 2002 Mother's Day is May 12, 2002

1<sup>st</sup> Saturday in May is Ricci's wedding in North Carolina---she wants us to come---  
Raleigh Durham.

Carla Rabb is getting married on the 23<sup>rd</sup> of March in Stone Mountain---Shirlene will officiate Invitations only

### BOARD RELATIONS----

Cori / BJ

BJ asked Cori---from the original e-mail---that she feels slighted for work done---  
something shady about the business cards---inner circle in ZAMI





Cori's reply----Why were the cards not shown to everybody?

Charone-----there's no process----there was attitude and feeling thrown out. Can't gloss over it.

Paul requested a financial statement from us because of audit. AAA and Adult education and International Against Racism/Indigenous People and Latin Communities

San Francisco and Long Beach City----Memorandum from 2001 to 2002, we have finished the donations--  
--Total is 175-- we have been doing work and there has been growth. Fundraising significantly increased but it is still pending. We should start raising money earlier--there is more events and things are coming in. In the last few years we have been very disappointed in the money we have raised in the community. We have done that and now we are trying to move forward.

From San Francisco 2001 to 2002--Thomas of Higher Education and excellent outreach  
--Total for the year--175.4 will send an invoice after they get a bill. 340 for the school  
--San Francisco--2001 to 2002  
--Old group 2001 to 2002--2001 to 2002, settlement in New York

San Francisco 2001 to 2002--we continued to 210 in donations and 150 in fundraising and Latin Communities

William, International--We will charge a 10% monthly membership fee where  
AAA will be able to support the website. Wendy would probably do it for the first year--we have been working around

The teacher for the Saturday Workshop

2001 to 2002--we did not get Donor Library

AAA donated 1000 to the teachers' asked if she would give suggestions would be the most appropriate for the program and also a presentation.

Paul and Lynn asked us Lynn 2001--

Donor Library--would have been perfect but they closed early on Saturday at night

with the 2001 to 2002--right behind the East Side Town meeting--just behind the school and probably they will vote in our favor.

The group of 1000 is 1000 for 4 hours/ 15.35 per hour for someone to come in and set up.  
On the telephone, we should

ask for the set up fee. We are looking for the group from 5:30 to 11:30. It costs 100 people. The group will be great for parking lot

We took to the budget--it had 6,743.10 as of yesterday. Expense had already gotten her 2001.

Additional has been requested to make these my checks as we need to do the fund for the teachers' workshop--we have about 100 and we have 2000 more money  
expensive. We have 1000 more--we are fundraising weekend.

Yvonne Washington is bringing her partner and will stay with Thomas and Val

Con's reply—Why were the cards not shown to everybody?  
Charone—there's no process—there was attitude and feeling thrown out. Can't gloss  
over it.

## ZAMI BOARD MEETING----SEPTEMBER 7, 2002

In attendance: Edith, MAA, Tonia, Charone, Frances, BJ, and Lynn

Fund requested a financial statement from us because of audit. MAA and Adele sat down and formulated income statement/ budget/ Profit and Loss Comparison

See Profit and Loss Statement-----Donations from 2001 vs2002, we have doubled the donations--  
--25K vs. 12K----we have been doing work and there has been growth. Fundraising significantly increased but it is still piddly. We should start raising money smarter---have bigger events and charge more money. In the last few years we have done very inexpensive or free events to create good will in the community. We have done that and now its imperative to move forward.

Drag King Show raised 2500 this year---because of higher ticket price and excellent outreach. \$100 for the sound---ITLA will send us an invoice after they get a bill. \$40 for tickets. Handling fee---the Fund gets 7%  
Gill grant ends Nov 1. The next 5K installment in Nov 1.

See GILL Grant page----we committed to 210 in donations and 1596 in fundraising and have done so.

Website maintenance----Wendy will charge us \$40/month to maintain our website. MAA thinks its time to overhaul the website. Wendy would probably do it for \$500 whenever we have extra money lying around.

See Budget for Scholarship Weekend

MAA thought we could get Decatur Library

MAA e-mailed Kecia Cunningham"asked if she would give inspirational words but she can't come personally but she is preparing greetings/ and also a proclamation.

E-mail was forwarded to Lynn Minie-----

Decatur Library would have been perfect but they close early on Saturday at 6pm.

MAA called Oakhurst Baptist Church---right behind the EastLake Train station----their Board is meeting today and hopefully they will vote in our favor.

The space at Oakhurst is \$200 for 4 hours/ 15.35 per hour for someone to come in and set up.

On the application we should

indicate that we are nonprofit. We are asking for the space from 6:30 to11:30. It seats 500 people. The sound system is good/ huge parking lot

Go back to the budget----in Bond 6,743.10 as of yesterday. Simone has already gotten her \$1000. Adele said that we no longer need to make those big checks as we used to.

At the Fund for Southern Communities---we have almost 10Kand we have 2500 more money coming in. We spent \$6000 last year on the scholarship weekend.

Tequila Washington is bringing her partner and will stay with Simone and Val.



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ZAMI BOARD MEETING-----SEPTEMBER 7, 2002

## ZAMI BOARD MEETING----SEPTEMBER 7, 2002

We don't have to pay for Beatrice or Abigail Sewell because they will stay at home. Leslie is not coming---she will be in Italy this year. So we just need 3 rooms, which we can get at the Holiday Inn in Decatur.

Previous lodging included bringing people in.

On Friday night, we will have an opportunity to bring the donors, Board, and recipients together at dinner say at someone's house---hint, hint, and hint.

A new development---

Shirlene Holmes----BJ called Shirlene to ask if she will be our keynote this year. We have gone national/ have a scholarship for a man/ and nobody does it better. Shirlene can't do the keynote because it's Hillside's anniversary.

So, we will cut our expenses in half. The brunch this year we want to pay for itself and Dale can be paid. Everybody on the

Board should take responsibility for selling four tickets----\$25/ticket. BJ----we under sell ourselves. What does the brunch represent?

People expect something for nothing from ZAMI. It has been free for 5 years. Lynn suggested that it's easier to sell a \$20 ticket than a \$25 ticket. We will have preprinted tickets. MAA will make these. So we will sell 5 \$20 tickets. We need to ask Dale if he can do it. BJ will call Dale. And let him know that this year we will pay him. MAA will have the tickets on Monday. We need to have the tickets sold by Sept23---two weeks to sell 5 tickets.

Friday night---plan to have dinner. There is a movie coming out with Lily playing a jazz singer--then go to the movie to see Lily's movie. Sweet Home Alabama We are everywhere doing everything.

Frances suggestion-----a number of people don't understand ZAMI's scope----historically. MAA-----we don't put enough emphasis on Audre Lorde----many recipients have never seen the film---/A Legacy for Survival

Saturday---brunch at Adele's backyard-----we always have a Black Lesbian performer----This year because money is an issue for us and because the recipients are so talented, MAA has asked them to perform this year-----

Saturday night---7: 30 pm----Scholarship program.

We will pass out envelopes at the beginning of the program----This is our biggest fundraiser."plant the idea in people's heads that they can give now or later.

Cathy McKinley will read at Charis on Wednesday, Oct23. She will do a reading for ZAMI on Saturday, 10/25. Cathy McKinley has been one of our biggest supporters Her agent will send us big time money whenever MAA will go to NYC to sit down with her. Publicist sent the media kit to MAA

ZAMI BOARD MEETING--SEPTEMBER 7, 2002

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Saturday, 10:25. Cathy McKinley has been one of our biggest supporters  
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We don't have to pay for Bessie or Abigail Howell because they will stay at home.



## ZAMI BOARD MEETING----SEPTEMBER 7, 2002

yesterday. Cathy will read at Spelman on Thursday. Diah has gallery space at Auburn Avenue that we might use.

Frances suggested collaboration University GLBT groups. See the e-mail dated August 23 from a woman from Kennesaw College inviting us to afternoon.

Nikky Finney's reading---Thursday, 12/12. 1000 limited editions of Nikky book in hardback.

Nov 17 is the 10th anniversary on Audre's passing. MAA wants to suggest a tribute.

Adele is leaving on the 20th of September to go to Paris for a year. Adele will continue to do our books from Paris. We will e-mail her the info. Adele will be in town the week of the 15th. Tuesday, September 17 at 9pm in Neighbor's Pub in Virginia Highland.

Simone and MAA will go to Chicago for the first Black Queer Writers Conference----Fire and Ink. MAA will conduct business for ZAMI. She will talk to Chicago sistas to get scholarships in their names.

Lazer Age will do the programs again---they will change the photographs but keep the same format.

Will Beth Lorde who is a pediatrician in New York sanction the Audre Lorde scholarship? Edith will be responsible for finding the phone number.

We should send MAA to Chicago for the writer's conference and New York to meet with Cathy McKinley's agent

Sha Mendon is giving us one free ticket.

We will meet with Shirley Franklin and Cathy Woolard---with ALCI

The Cloth---we have tons and tons of it. They should send us the material---we paid \$200 and Cathy McKinley paid \$200.

The Board should have a yard of material.

For Tonia and Lynn---MAA gave them business cards.

MAA and BJ have their names on the cards.

Lynn's questions---what are Board responsibilities? How long can we stay on the Board---as long as we want? Vs specified terms? Currently people serve as long as they are willing to serve but that will change with membership.

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XAMI BOARD MEETING---SEPTEMBER 7, 2002

## ZAMI BOARD MEETING----SEPTEMBER 7, 2002

Bell hooks wants to do something with us.

Lynn wants to chair the fundraising committee. Lynn wants to collaborate with 4th Tuesday. Lynn has other ideas. SHE (Sister's helping each other). 4th Tuesday to support each other's events.

Charone wants to chair the Program Committee. Slots are open for Membership Committee, Outreach and Education Committees.

We have been having open house meetings---we have a list serve---zami volunteers @yahoo.com Lots of volunteers have signed up. We have a lot of women from out of town who want to become members/ they are asking how to start ZAMI.

Lynn has ideas----sporting event---basketball, for example. Tonia suggested a running event.

Check your e-mail once a day. We can do a lot of stuff by e-mail

OPENING UP ZAMI----Frances was disappointed that there were not more women of other ethnic groups at the Dating Game.

MAA---more than 50% of performers at Drag King show were other women of color. This is a long conversation.

Tonia---what is our vision? Lynn is not open to opening up ZAMI to other lesbians of color but majority rules. Tonia suggested that we have someone to facilitate this conversation. We cannot have a fruitful discussion before the scholarship weekend.

ZAMI is providing refreshments for DQIA (DisabledQueers in Action.). Lynn is the chair of next year's Black Pride Picnic. Can ZAMI collaborate and have a fundraiser specifically for the picnic?



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ZAMI BOARD MEETING—SEPTEMBER 6, 2003  
YouthPride Center – 302 East Howard, Decatur, GA 30030

In Attendance: Mary Anne, Edith, BJ, Jowanna, Charone, Lynn, Frances, Tonia

BJ called the meeting to order. Most of the meeting was devoted to assigning remaining tasks in preparation for the Audre Lorde Scholarship Weekend on September 26 and 27.

AGREEMENTS:

- ✓ Frances will negotiate with the Holiday Inn Select – Decatur for 5-7 rooms for scholars. Tonia will check on event space for the donor/scholar meet-and-greet on 9/26.
- ✓ Jowanna will provide food for the meet-and-greet: *Menu: Turkey, Ham, Collards, Squash, Tofu,*
- ✓ Frances and Tonia agreed to bring 35mm cameras and film to each event. (Connie will take official ZAMI photos at the brunch and Saturday night program.
- ✓ Mary Anne will take responsibility for arranging transportation for the recipients
- ✓ Lynn will follow-up with E-Cong about rental space and potential rehearsal time. She will also arrange for tables & chairs for the brunch. Mary Anne will bring tablecloths.
- ✓ BJ will follow up with Dale about the menu for Saturday brunch and will follow up with Pat and Adele about any help they need for the brunch.
- ✓ BJ agreed to ask Drum Sista if they will perform and to check with Tiona McCloud about videotaping the events. *\$100*
- ✓ Charone agrees to follow up on printing flyers for the event.
- ✓ Frances will get the three plaques to be given out at the scholarship awards program.
- ✓ Mary Anne will arrange for programs to be designed and printed
- ✓ Edith will order the Celebration Cake for Friday night's meet-and-greet.
- ✓ Jowanna agreed to make birthday cupcakes for the 3 scholars with birthdays this month.
- ✓ BJ will follow up with getting interpreters for the program.

BRUNCH TICKETS:

- ✓ Board members will be able to pick up brunch tickets from Mary Anne by 9/9/03.
- ✓ Each board member agrees to sell at least 5 tickets at \$20 each
- ✓ ZAMI Members will get tickets for \$15. If they sell 5 tickets, they get 2 free.
- ✓ Mary Anne will send letters to all donors inviting them to the brunch and scholarship program. All major donors (>\$1000) will get 2 free tickets with their letter.

OTHER SCHOLARSHIP WEEKEND:

Everyone agreed that previous scholarship recipients should be invited to the weekend events.  
A meeting for those interested in volunteering for the weekend will be held at YouthPride on Saturday 9/13 at 11am.

OTHER NON-SCHOLARSHIP:

Newsletter production and by-law discussion will be postponed until October meeting in order to devote remaining time to Scholarship weekend.  
Mary Anne plans to meet with the new ED of YouthPride regarding ZAMI's use of meeting space there.





1145 1155  
ZAMI BOARD OF DIRECTORS-----MINUTES---- part 2

(these Minutes start where Tonia stopped)

MAXWELL----You can let your life pass me by-----Mary Anne will ask Rev Jones to perform this song.

CONGRATULATIONS 2003 AUDRE LORDE SCHOLARS!!!!

We will celebrate the scholars with a cake. Edith is responsible for getting the cake.

Mary Anne will complete flyers 9/10/2003. Charone will copy 500 of them at Agnes Scott. Mary Anne will also do the press release.

EXPENSES

So far ZAMI has spent (\$1700) on airline tickets.. \$14,000 is going for scholarships. \$1800 for hotel rooms. Brunch will pay for itself. First E \$300. Penelope and Lilli \$100 each. ASL Interpreters \$200.

BOARD members are expected to sell at least 5 tickets for brunch.

MEETING---Wednesday, October 8 at 7 pm. <sup>Alston</sup> ~~Austin~~ Center at Agnes Scott. We will meet at the Cafeteria at 5:30 pm at Evans Hall.

\$275 First E

100

2

\$5,612.30

\$20

15,900

1,900  
3,432.00

3,432.00

1,900.00

4,332.00



ZAMI---BOARD OF DIRECTORS MEETING----Jan 10, 2004; 12-3 pm  
111 East Maple Street, Decatur, GA 30030

In attendance: Mary Anne Adams, ED; Beryl Jackson, Chair; Edith Biggers, Secretary; Tonia Poteat, Assistant Secretary; Simone Bell; Charone Pagett; Jowanna Tillman, Treasurer; Frances Wood; Lynn Duhart, Vice Chair.

**THAI CHI PRESENTATION:** Cate Morrill of Rising Phenix T'ai Chi provided a presentation about T'ai Chi, Qi Gong, and her qualifications/experience.

### OLD BUSINESS

Donor mailing: \$1400 received from donor mailing so far.

Membership: Gladys Spencer agreed to be membership coordinator. She will keep it in Access on ZAMI office computer. Jai will meet with Mary Anne today to do membership cards. Board members are encouraged to complete membership applications. All volunteers should become members. Board agrees to reduced membership fee for volunteers \$35.

Office Hours: Jai will do weekday office hours. Edonna will volunteer 8 hours per week. Frances Andrews may also volunteer. Mary Anne will be in office on Wednesdays. Charone suggests tracking volunteer hours as in-kind donations for grant applications. Goal is to remain open 15 hours per week. We may compile referral resources. Mary Anne will train volunteers

Bayard Rustin Celebration: Simone will read at Bayard Rustin & Pat Parker reception on Friday night, January 16. Drum Sista will open the reception. Tonia has been on the Bayard Rustin planning committee. ZAMI received solicitation letter from ITLA requesting \$250 financial support. ZAMI has provided in-kind support as listed above and does not have funds to donate. Simone will bring the ZAMI banner for the MLK Day march.

Weekly Classes: Jowanna has brought financial breakdown for classes and income. Mary Anne is seeking space for **Yoga Classes** MWF 6p-7p. Charge will be \$7 for non-members, \$5 for members. Tonia will check with Grady IDP re: space at Ponce de Leon. Edith will check with Carrie Auburn Avenue library – they have community room and someone with library card has to be responsible. **ASL classes** are set to begin at ALCI: ASL 1 Wed 7-8:30, ASL 2 Fri 7-8:30, \$10 non-members, \$8 members. **T'ai Chi** classes





charging group attendees for the childcare. Mary Anne raised concerns about liability. Sheryl Burke (personal injury attorney and scholarship donor) informed us that ZAMI could be held liable if something happens. Waivers and liability insurance are not protective. Must have high childcare provider to child ratio (10:2). Childcare providers should have criminal background check. Lynn will offer "Supervised play space" with one week's advanced notice without limitation on age.

### Scholarship Application

Scholars must be present to receive their check. Check must be deposited within 90 days.

### ANNOUNCEMENTS

Lynn will email info about fundraisers

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#### Scholarship Application

Scholars must be present to receive their check. Check must be deposited within 90 days.

#### ANNOUNCEMENTS

Lynn will email info about fundraise



February 7, 2004

Those in attendance Lynn Duhart, Charone Pagent, Jowanna Tillman, Mary Anne Adams, Edith Biggers, BJ

Meeting conducted by Lynn Office hours Edonna will volunteer 4 hrs. per week not eight and Mary Anne in office on Friday not Wednesday. (10-6pm). - Minutes revised and accepted.

Membership cards Mary Anne contacted Yolanda Baker who will call Mary Anne today with 2 quotes for printing. Sent two markups to Mary Anne. Mary Anne told her to put December 2004 as expiration date for all current members. Thereafter expiration will be based on time they join. This is being done in kind for membership. Received two memberships this week. Database being set up by Janice for membership, volunteers and membership recipients. Janice sent e-mail of her week's activities.

We have downstairs cafeteria at Agnes Scott for Self Defense class March 13, 2004, no charge. Tonia will tell Crystal what's needed. We will use Aids Survival Project for Yoga. They wanted physicians identified they could contact for donations etc. Tonia will take care of that, this is in lieu of payment for the space.

Only one person has paid for class thru paypal. We need 10 people for Tai Chi, five for Yoga and five for sign language Jowanna will be at every first class to take money.

Tonia said folks have said they can't do 3 times per week. Mary Anne checked with Jean this is fine. Tonia suggested people pay whenever they come, Mary Anne says we aren't setup for that, was agreed upon that person pay for the month regardless of number of times they come per week. Mary Anne will send Jowanna membership list and those who have paid.

Jowanna will set up pay system that reflects total monthly charge based on number of classes per week for Yoga classes only. Jowanna will send invoice April for \$40 the amount owed for second half of sign language class last year. She cannot attend the class until amount is paid.

Mary Anne will put out e-mail explaining that people can pay at first class registration for class 5:30-7pm if you come after 6pm cannot take that class and explain Yoga class payment.

Mary Anne pointed out we should have put out fliers about classes and put in various papers around town.

Basketball tourney- meeting held this morn with some of those participating in tourney. ZAMI will practice at Agnes Scott in return they want our team to scrimmage against their team however this is not a condition for using the gym. Agnes Scott practices everyday, we can have gym on Saturday anytime we want. We will try to recruit members of college teams. Mary Roach is our coach. Each team is responsible for their practice space. The tournament is April 17, 2004 first game at 10 a.m. 11:15am, 12:30 pm, 2 pm, 4pm championship game at the Decatur Rec. Tickets are \$10. adults, \$3 children asking each team to send 4 volunteers, will ask each team to come up with \$100 for deposit which is \$500 which is refundable.

Office hours : Edonna Mon & Tues 8-10am, Janice Monday 1-3pm, Frances Andrews ?, Janice Thursday 10:30-12:30pm Mary Anne 10-6pm

Coordinator Von'treal Terry is the volunteer coordinator sent draft of volunteer job announcement called Community Outreach Specialist will be posted on website and list serves. Will put on posting This is not a paid position.

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Office hours : Edna Mae & Tues 8-10am, Janice Monday 1-3pm, Frances Andrews 2-4pm for deposit which is \$200 which is refundable.

children asking each team to send 4 volunteers, will ask each team to come up with \$100 part 1pm, 4pm championship game at the Decision Rac. Tickets are \$10 adults, \$3 practice space. The tournament is April 17, 2004 first game at 10 a.m. 11:5am, 12:30 members of college teams. Mary Roach is our coach. Each team is responsible for their everyday, we can have games on Saturday anytime we want. We will try to teach them team however this is not a condition for using the gym. Agnes Scott practices CAMI will practice at Agnes Scott in return they want our team to scrimmage against. Basketball tourney- meeting held this noon with some of those participating in tourney. papers around town.

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Meeting conducted by Lynn Office hours Edna Mae will volunteer 4-5pm, per week not eight and Mary Anne in office on Friday and Wednesday. (10-6pm) - Minutes revised and Adams, Edith Higgins, WJ February 7, 2004



CollegeShip Application- Janice is outreach to colleges. Each board member will contact their college, if you send to your school, please send Janice e-mail for those you contacted so she will not duplicate.

Scholarship Celebration- Since our celebration conflicts with Yom Kippur and we can change the date should discuss changing the date. Will ask for September 18<sup>th</sup> and if not available keep at September 25<sup>th</sup> and try to change next year.

Mary Anne asked board to think about opening meeting to members once a quarter.

HRC do we want to participate in the L word and Pride Prom events. Voted to participate in both will ask for March 3, 2004 instead of February 25<sup>th</sup>, 2004.

Fund Raising Ideas Lynn spoke with Ashton's about having an event, would have to after 10:30pm would take 10% of door, sort of dance Karaoke, and a walk

Was suggested that cake walk be incorporated into Ashton's fundraiser. Look at having events for singles and to do something unique each month this would be for everyone.

Check calendar to see that we are not competing with anyone else. Lynn will check with Ashton's for date.

Facilitation training to be March 6<sup>th</sup> Saturday 12-2pm Mary Anne will check to see if ALCI will allow us to use their facility.

First Unity wants to know if we will feed the hungry with them the 4<sup>th</sup> Sunday in March. Bring an item to feed, they provide the meat, bring a dish. Wants donation for backpacks for the homeless.

1. Nicole Miller
2. Kimberly Thayer
3. Tanya Forest
4. Carla Lettner
5. Deborah Page
6. Mary Anne



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**ZAMI**

## **Board of Directors Meeting**

6/9/04

6:30- 8:30 PM

111 East Maple Street

Decatur, GA 30030

### **AGENDA**

#### **Attendees:**

Beryl Jackson, Chair

Mary Anne Adams, Executive Director

Edith Biggers, Secretary

Tonia Poteat, Assistant Secretary

Lynn Duhart, Vice Chair

Frances Wood

Charone Pagett

Jowanna C. Tillman, Treasurer

#### ***Old Business***

**Organizational Capacity**

**By-Laws**

**Newsletter**

**Monthly Fireside Chats**

**Tasks Assignments for Upcoming Programs**

**Review of Membership**

1. Nicole Miller
2. Kimberely Thorpe
3. Tonia Poteat
4. Carla Lattimer
5. Deborah Pope
6. Mary Anne Adams



ALA

## Board of Directors Meeting

6/2/04

6:30 - 8:30 PM

111 East Maple Street

Decatur, GA 30030

### AGENDA

#### Attendees:

Beryl Jackson, Chair

Mary Anne Adams, Executive Director

Edith Biggers, Secretary

Tonia Potat, Assistant Secretary

Lynn Duhart, Vice Chair

Frances Wood

Charon Pagett

Jowanna C. Tillman, Treasurer

Old Business

Organizational Capacity

By-Laws

Newsletter

Monthly Fireside Chats

Tasks Assignments for Upcoming Programs

Review of Membership

1. Nicole Miller

2. Kimberly Thorpe

3. Tonia Potat

4. Carla Lattimer

5. Deborah Pope

6. Mary Anne Adams



7. Charone Pagett
8. Edith Biggers
9. Jowanna Tillman
10. Frances Wood
11. Lynn Duhart
12. Beryl Jackson
13. Pamela Branch
14. Nakia Brown
15. Hannah Guishard
16. Sherry Turner
17. Lili Lewis
18. Simone Bell
19. Kerrie Cotten Williams
20. Deborah Brown
21. Vikki Braxton
22. Valerie D. Acree
23. Dionne Bates
24. Renee Jeter
25. Gail Booker
26. Jai Ashanti
27. Lana Williams
28. Joy Isoke
29. Frances Andrew
30. Gladys Spencer
31. Sylvia Marshall
32. Connie Cross
33. Stephanie Johnson
34. April Girard
35. Sharon Harmon
36. Edonna Koon
37. Janiece Thompson
38. Candace Bennett
39. Jill Ford
40. Vivian Davis
41. Kecia Cunningham
42. Maressa Penderman
43. Garneda Phillips
44. Jean Quarles



45. Louisa McCollough
46. Kelley Alexander
47. Yolanda Baker

## **New Business**

**Pride Prom Contract**

**ALCI**

**AEN**

**Stonewall Democrats**

**Fund Raisers**

**Update on Scholarship Fund**

**New Board Member slots**



We bring the  
moral imperative

Holding on to what is right

Not just diversity but justice

That's where the power is

praised and lifted Regan as  
though he was never biased, insensitive,  
corrupt

we are not essential -

we have to learn to look out for each other -

3 yrs leaving w/ \$21 million

we have to learn to turn to each other -  
now we have to move on up a little higher

---

Hi Sistas,

Tonia and BJ both informed me that they could not find the minutes either on our website (ZAMI\_groups) or on your individual e-mails. I don't know what happened as I posted them in both places after the meeting on Saturday. I apologize for the mix up. Here they are.

Edith

# ZAMI BOARD MEETING—SEPTEMBER 11, 2004

In attendance: BJ, Edith, Tonia, Nakia, Jill, Charone, Lynn, Mya, Frances

## SCHOLARSHIP WEEKEND IS UPON US

## ASSIGNMENTS THIS WEEK

Lynn will pick up ramp on Thursday

Audre Lorde Scholars will arrive on Friday (except for Christel) and will stay at the Decatur Holiday Inn.

Picking up the scholars from airport

Mary Anne—Shelley, Kazeem / Christel on Thursday night

Nakia—Erica, Shelton Jackson, Preston Shoemaker

Jill—Charles and Yinka

BJ—Lauren, Xanthia and partner, Brandi-el/ Kebo (Tajuanna), Lukwanna and partner

Frances—Jonathan, Stephanie, Shana

Ava is renting a car

Friday night 8 pm—Banquet at the Holiday Inn—

Board members should be there at 7:30

Frances will bring a tv so we can show Shelley and Christel's videos

Thank you Lisa Campbell for all of your work

Saturday 11 am- 2pm—SCHOLARSHIP BRUNCH—119 Feld St (Leslie's house)

Dale is catering the brunch. BJ will work out all of the logistics with Dale.

We will start setting up at 9 am—BJ, Lynn,

Mya will collect money at the door.

Brunch will be videotaped by Donni. Connie will take photos. We will pay them \$150.a piece..

Transport to Brunch—Nakia can take 3, Frances—3, Tonia can take back to the hotel, BJ

Lynn will call Friends Meeting House to inquire about chairs—

Lynn will call Beverly to see if we can borrow truck for transport of chairs. Lynn, BJ, Jill can supply tables.

Saturday 8 pm—SCHOLARSHIP PROGRAM—First E Congregation

Lynn, Frances, Edith, Nakia, Mya— Pick up Scholars from the Decatur Holiday Inn at 7 pm to take to 1st E

Frances is taking care of the plaques for ALCI/ AIDS Survival Project

Interpreters will be in place.

Sunday—Take scholars to airport

Edith—Kebo (Tajuanna) at 6 am

Jill—Charles and Yinka

Tonia-Lauren, Xanthia and her partner

Nakia— Stephanie

Frances—Jonathan, Shelley, Kazeem

BJ—Erica, Shana, Shelton

Lynn-Lukwanna

Edith—Brandi-el at 12:50

Mya—Doreen

Mary Anne—Preston

October 9, 10 am - 12 pm ZAMI is a part of an advocacy workshop in conjunction with the GA Breast Cancer Coalition, ALCI, Georgians for Health Care, Charis Circle and 1st E. Lunch will be served





Copier is ready for pickup Frances will call Lambda Legal to inquire about dimensions of the copier and best time for pickup.

Fireside Chat—4th Thursday in the month—

Menu—Fried chicken, braised greens, mashed potatoes, black eyed peas, bread, dessert, drinks.

Thanks Nakia for all of your hardwork on the Drag King Show. We made \$2075

Next Board Meeting—October 23, 2004



ZAMI, Inc.  
Board of Directors Meeting  
January 22, 2007  
Beginning time: 6:15 pm  
Location: ALHI (Atlanta Lesbian Health Initiative)  
Minutes recorded by Beryl Jackson (BJ)  
Transcribed by Beryl Jackson & Mary Anne Adams

Present: Frances Wood, Mary Anne Adams, Edith Biggers and Beryl Jackson  
Absent: Lynn Duhart, Miya Binta

The meeting was called to order by Board Chair, Mary Anne Adams. The minutes from December's meeting were unavailable as Miya Binta was absent. Miya will be asked to download December minutes on ZAMI Group Yahoo website. Mary Anne distributed Board Application she designed. Four people have inquired about board membership: McKenzie, Arlene, Zoe, and Maria, Hannah inquired last year. Date of birth and length of time board members can serve were added to the application. It was decided that Mary Anne would send applications to the four above listed persons as well as post it to ZAMI's website and list serves: AtlZAMI, SisterOutsider and ZAMI Members.

Future events- ZAMI is co-sponsoring a film festival with Charis Circle on February 16th and Audre Lorde's birthday celebration on February 18<sup>th</sup>. ZAMI will donate a cake for the birthday celebration. 7 Stages has invited ZAMI to attend two plays: ZORA on February 17 and My Left Breast on February 21 st. We need at least 10 people to get the group discount of \$18.00. The board decided to put a call out for participation and them have pay thru ZAMI's account at paypal via links on ZAMI website. Ticket prices would be \$20 which would pay for tax and handling charges. Tickets would need to be purchased by February 6th.

Office Space-Mary Anne will negotiate price to continue using ALHI.

Other Business: The board discussed having a 40 plus potluck for lesbians of color on March 10th from 4-8 pm @ALHI.

ZAMI needs to have 26 videos and 2 DVD's copied and converted to DVD. Mary Anne mentioned that Jack's Camera can do tape to DVD conversion@ \$25 for first tape, \$15 for next, price decreases according to number done. Jack's can only do 2 hrs of film. BJ will check with person she knows for price, and find out how many hours can be done and where they will be done- business vs. home. Mary Anne feels our tapes would be more secure at a bonded business as we would be giving the business our only copies.





ZAMI, Inc.  
Board of Directors Meeting  
January 22, 2007

Old Business: Scholarship Donations- In January, Edith mailed a check for \$1070 donated from Brenda Banks and Kerrie Williams to the Fund for Southern Communities and Beryl also mailed 2 checks to FSC: 1100 from Germaine Curtin for Mandy Carter and 1070 from Linda Bryant.

Mary Anne will call and ask FSC for withdrawals of all monies currently in our account which will be deposited in ZAMI's savings account at Bond Federal Credit Union. The board agreed that we will request withdrawals more frequently so as not to wait until scholarship time.

Archives- The board will ask Kerrie Williams of Auburn Library to come to speak with us again after ZAMI's additional board members are in place.

New business- ZAMI's Photographer, Connie Cross and Mary Anne had recent discussion regarding Connie shooting a 12 or 18 month calendar called the Women of ZAMI. The board threw out various suggestions including 2 calendars depicting various events that we attend. Connie and Mary Anne also discussed having a calendar of 2006 scholars. Connie will come to next board meeting to discuss her ideas. 7

Mary Anne suggested that starting next board meeting we began to evaluate our meetings- i.e., how meetings are conducted ~~meetings~~, focus, accomplishments.

The next board meeting was scheduled for Wednesday, February 28, 2007 at 6:00 pm @ ALHI. The meeting was adjourned at 8:00 pm





Women of Color  
Steering Committee Meeting

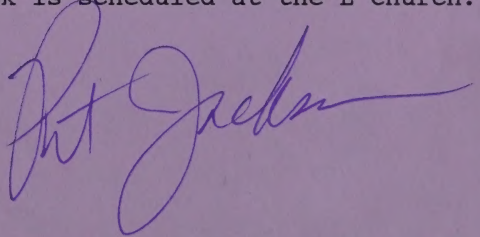
Wimmin present: Elaine, Pat, Jala, Amy, Alsen, Sandy

The meeting was facilitated by Amy.

Topics of Discussion:

1. Newsletter: We are hoping that we can get a group of wimmin who will be committed to working on the newsletter. Discussion centered around obtaining a computer. Several suggestions were given. For March, it was decided to put a flyer and that a newsletter would come out in April.
2. Who we are as a group: We need a statement of purpose in becoming a structured group. Each person attending was asked to work on a mission statement and bring it back to the next Steering Committee Meeting for discussion. We talked about using words such as political, parenting, spiritual, etc.
3. Permanent meeting space: A permanent meeting space not in the homes was discussed in order to make the meeting accessible for differently-abled wimmin. The E Church was presented as an option. Because some members did not see the E Church as a good place for meeting, it was suggested that different wimmin look into alternative spaces. Jala will check with someone regarding the space where NOW meets.
4. Gifts of the Heart: Gifts of the Heart is March 24, 8:00 pm at the E Church. Several volunteers are needed. It was decided that we take this to the meeting and request volunteers rather than the Steering Committee taking full responsibility. Financially, \$75.00 is needed; different wimmin volunteered to contribute with the money replaced to them after the presentation of Gifts of the Heart. Joan will be the MC again this year. Regarding the flyers for advertising - Pat volunteered to type the poster - Elaine or Amy will make copies. Pat will contact Southern Voice to have the event placed on the calendar of events. Price of admission: \$5.00. Colors for the performer is red and black.
5. Announcements:

Sabrina Sojourner is leaving Atlanta for 6 months to take a job in California. A pot luck is scheduled at the E Church.

A handwritten signature in blue ink, appearing to read "Pat Jackson", is written over the bottom right portion of the page.

